



Elaine Frost, P.C.

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ARBITRATION/LABOR RELATIONS EXPERIENCE:

1978-Present: Arbitrator, Mediator and Factfinder
1980-1983: Commissioner, Michigan Employment Relations Commission
1975-1977: Adjunct Professor, University of Detroit School of Law, Employment Discrimination Courses
1974-1976: Associate, Bodman Longley, Detroit, MI
1971: Trial Attorney, NLRB, Washington, D.C.
1970: Associate House Counsel, IBT, Washington, D.C.

INDUSTRIES

Advertising, Automotive, Bakery, Beverage, Chemicals, Education, Food, Federal Sector Grievances, Health Care, Hospitals/Nursing Home, Hotel/Motels/Casinos/Resorts, Machinery, Hospital/Nursing Home, Metal Fabrication, Office Workers/Clerical, Police and Fire, Prison Guard, Printing and Publishing, Public Sector-Interest, Pulp and Paper, Retail Stores, Transportation, Utilities, Warehousing.

ISSUES

Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Demotion, Discipline (Non-Discharge, Discharge), Discrimination - Age, Disability, Race, Sex, Religion, National Origin, Drug/Alcohol Offenses, Fringe Benefits - Bonus, Holidays, Insurance, Interest Arbitration, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Dispute, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting/Contracting out, Tenure/Reappointment, Union Security, Wages - Cost of Living Pay, Holiday Pay, Incentive Pay, Job Classification & Rates, Merit Pay, Overtime, Severance Pay, Vacation Pay, Work Hrs/Scheds/Assgnmts, Working Conditions/Work Orders, Violence or Threats.

ARBITRATION & INTEREST ARBITRATION ROSTERS:

American Arbitration Association
Federal Mediation & Conciliation Service National Mediation Board
Michigan Employment Relations Commission (MERC)

PROFESSIONAL ASSOCIATIONS:

National Academy of Arbitrators (NAA)
LERA National & Michigan Region
State Bar of Michigan

EDUCATION: 1970 JD with Honors George Washington Law Center
1967 BA with Distinction, George Washington University

LEGAL ADMISSIONS

State of Maryland State of Michigan
U.S. District Court, Eastern District of Michigan
U.S. Sixth Circuit Court of Appeals

HEARING FORMAT:

Within 500 miles of Metro Detroit area in Michigan, in-person hearings are typically available. The parties also have the option of conducting such hearings by Videoconferencing.

Beyond 500 miles of Metro Detroit area in Michigan, hearings are typically available by Videoconferencing. If the parties prefer, and at the arbitrator's discretion, hearings may be in-person at locations beyond 500 miles.

RATES/POLICIES

Per Diem: \$1,500.00

If a confirmed hearing date is cancelled the fee is:

\$500.00-If notice is provided three weeks or more in advance;

\$900.00-If notice is provided less than three weeks and more than one week;

\$1500.00- if notice is provided one week or less before confirmed date.

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